



US Technology Salary Insights Guide 2026



Matt G.
DevOps Engineer



Target Salary
\$175,000



Christina H.
Data Scientist



Target Salary
\$290,000



Andrew P.
Account Manager



Target Salary
\$190,500

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Contents

Methodology

Based on 2025 data captured by Stott and May's US team from live assignments, accepted offers, and candidate registrations, supplemented by client briefings and placement outcomes. Figures reflect USD base-salary benchmarks, normalised to remove outliers and mapped by role and seniority; use as a directional guide, as packages vary by company, sector, and skills demand.

Compensation analysis across key tech talent pools

- 03 Data, AI, & Machine Learning
- 05 Software Engineering
- 08 Cyber Security
- 10 SAP
- 12 Salesforce
- 14 GTM



William D.
AI Researcher



Sean V.
VP of Engineering



Francesca L.
Cloud Security Engineer

Data, AI, & Machine Learning

USD (\$)

Manager/Executive Level	Low	Median	High
Chief Data Officer	300,000	325,000	450,000
Director of AI	300,000	325,000	450,000
Director of Data & Analytics	300,000	325,000	450,000
Director of Data Science	250,000	280,000	320,000
Director of Machine Learning	280,000	300,000	350,000
Director of Data Engineering	280,000	300,000	350,000
Director of MLOps	280,000	300,000	350,000
Head of Business Intelligence	280,000	300,000	350,000
Head of Data Governance	280,000	300,000	350,000
Tech Lead/Principal Engineer (ML/AI/Data)	230,000	250,000	300,000
Data Engineering Manager	230,000	250,000	300,000
Data Science Manager	230,000	250,000	300,000
MLOps/Engineering Manager	230,000	250,000	300,000

Data Science & Advanced Analytics	Low	Median	High
Data Scientist	170,000	200,000	240,000
Applied Data Scientist	170,000	200,000	240,000
Quantitative Analyst	170,000	200,000	240,000
Decision Scientist	280,000	300,000	350,000
Research Data Scientist	280,000	300,000	350,000
Data Science Engineer	280,000	300,000	350,000

AI & Machine Learning	Low	Median	High
Machine Learning Engineer	170,000	200,000	240,000
MLOps/ML Platform Engineer	170,000	200,000	240,000
AI Engineer	180,000	200,000	250,000
NLP Engineer	180,000	225,000	250,000
Computer Vision Engineer	180,000	225,000	250,000
Generative AI Engineer	180,000	225,000	250,000
Reinforcement Learning Engineer	280,000	300,000	350,000
AI Researcher	280,000	300,000	350,000
AI Research Engineer	280,000	300,000	350,000
AI Research Scientist	280,000	300,000	350,000
Applied AI Scientist	280,000	300,000	350,000
AI Solutions Architect	170,000	200,000	240,000

Data Governance BI & Analytics	Low	Median	High
Data Governance Manager	170,000	200,000	235,000
Data Steward	130,000	150,000	170,000
Data Quality Analyst	130,000	150,000	170,000
BI Analyst	130,000	150,000	170,000
Data Analyst	130,000	150,000	170,000

Data, AI, & Machine Learning

USD (\$)

Data Engineering & Platforms	Low	Median	High
Data Engineer	130,000	150,000	170,000
Big Data Engineer	170,000	200,000	235,000
Cloud Data Engineer	130,000	150,000	170,000
Platform/Data Infrastructure Engineer	130,000	150,000	170,000
ETL Developer	130,000	150,000	170,000
DataOps Engineer	130,000	150,000	170,000
Data Architect	125,000	145,000	160,000
Data Warehouse Architect	120,000	140,000	155,000
Analytics Engineer	115,000	135,000	150,000

Software Engineering

USD (\$)

Manager/Executive Level	Low	Median	High
Chief Technology Officer	250,000	375,000	500,000
VP of Engineering	250,000	300,000	350,000
Director of Engineering	200,000	250,000	300,000
Director of DevOps	180,000	230,000	280,000
Director of Cloud Engineering	180,000	230,000	280,000
Director of Platform Engineering	180,000	230,000	280,000
Head of Software Engineering	180,000	230,000	280,000
Engineering Manager	180,000	230,000	280,000
Technical Lead / Tech Lead	180,000	230,000	280,000

Principals & Architecture	Low	Median	High
Staff Engineer	200,000	275,000	350,000
Principal Engineer	200,000	275,000	350,000
Software Architect	180,000	230,000	280,000
Enterprise Architect	180,000	230,000	280,000
Solutions Architect	180,000	230,000	280,000

Backend Engineering	Low	Median	High
Lead Backend Engineer	165,000	195,000	225,000
Senior Backend Engineer	165,000	195,000	225,000
Backend Engineer	165,000	195,000	225,000
Java Engineer	165,000	195,000	225,000
Golang Engineer	140,000	190,000	240,000
Rust Engineer	180,000	220,000	260,000
Python Software Engineer	180,000	220,000	260,000
Erlang Engineer	160,000	200,000	250,000
Scala Engineer	150,000	200,000	250,000
Haskell Engineer	130,000	185,000	230,000
Clojure Engineer	125,000	175,000	225,000
Elixir Engineer	120,000	180,000	220,000
C++ Engineer	115,000	185,000	215,000
API Engineer	110,000	190,000	210,000
.NET Engineer	105,000	195,000	205,000
C# Developer	100,000	200,000	200,000
ASP.NET Developer	95,000	205,000	195,000

Software Engineering

USD (\$)

Front-End Engineering	Low	Median	High
Lead Frontend Engineer	165,000	195,000	225,000
Senior Frontend Engineer	150,000	175,000	200,000
Frontend Engineer	120,000	140,000	160,000
JavaScript Engineer	120,000	140,000	160,000
React Engineer	120,000	140,000	160,000
Angular Engineer	120,000	140,000	160,000
Vue.js Engineer	120,000	140,000	160,000
UI Engineer	120,000	140,000	160,000
UI/UX Developer	120,000	140,000	160,000

Full-Stack Engineering	Low	Median	High
Senior Full-Stack Engineer	165,000	195,000	225,000
Full-Stack Engineer	150,000	175,000	200,000
Full-Stack JavaScript Engineer	120,000	140,000	160,000
MERN Stack Developer	120,000	140,000	160,000
LAMP Stack Developer	120,000	140,000	160,000

DevOps & Platform Engineering	Low	Median	High
Site Reliability Engineer (SRE)	120,000	140,000	160,000
Senior DevOps Engineer	165,000	195,000	225,000
DevOps Engineer	150,000	175,000	200,000
Platform Engineer	120,000	140,000	160,000
Build & Release Engineer	120,000	140,000	160,000
CI/CD Engineer	120,000	140,000	160,000

Cloud & Infrastructure Engineering	Low	Median	High
Cloud Engineer	120,000	140,000	160,000
Cloud Solutions Engineer	120,000	140,000	160,000
AWS Engineer	120,000	140,000	160,000
Azure Engineer	120,000	140,000	160,000
GCP Engineer	120,000	140,000	160,000
Infrastructure Engineer	120,000	140,000	160,000

Software Engineering

USD (\$)

Mobile Engineering	Low	Median	High
Mobile App Developer	120,000	170,000	220,000
iOS/Swift Engineer	120,000	170,000	220,000
Android Engineer	120,000	170,000	220,000
React Native Engineer	120,000	170,000	220,000
Flutter Developer	120,000	170,000	220,000

Engineering Operations	Low	Median	High
Release Manager	120,000	140,000	160,000
QA Engineer	155,000	180,000	210,000
Test Automation Engineer	120,000	140,000	160,000
Software Development Engineer in Test	120,000	140,000	160,000

Cyber Security

USD (\$)

Manager/Executive Level	Low	Median	High
Chief Information Security Officer	240,000	325,000	550,000
VP of Security	240,000	325,000	550,000
Deputy CISO	200,000	260,000	350,000
Chief Privacy Officer	240,000	325,000	425,000
Business Information Security Officer	240,000	325,000	425,000
Director of Information Security	200,000	250,000	370,000
Director of Security Engineering	220,000	280,000	350,000
Director of Application Security	220,000	280,000	340,000
Director of Incident Response	175,000	230,000	300,000
Director of Security Operations	180,000	240,000	300,000
Director of Identity & Access Management	175,000	230,000	300,000
Director of Privacy	210,000	240,000	295,000
Application Security Lead	180,000	225,000	275,000
Product Security Lead	180,000	220,000	275,000
Cloud Security Lead	180,000	220,000	275,000
Identity & Access Management Lead	180,000	220,000	275,000
Head of Governance Risk & Compliance	200,000	235,000	275,000
Detection & Response Manager	170,000	200,000	250,000
Offensive Security Manager	160,000	180,000	225,000
Information Security Risk Manager	160,000	180,000	225,000
Security Operations Manager	150,000	200,000	250,000

Security Engineering	Low	Median	High
Security Automation Manager	160,000	200,000	240,000
DevSecOps Engineer	160,000	210,000	240,000
Security Data Engineer	160,000	195,000	235,000
Corporate Security Engineer	130,000	165,000	225,000
SIEM Engineer	120,000	160,000	220,000
Product Security Engineer	175,000	200,000	240,000
IAM Engineer	125,000	160,000	200,000
Threat & Vulnerability Engineer	130,000	170,000	200,000
Software Security Engineer	165,000	200,000	250,000
Cloud Security Engineer	160,000	200,000	240,000
Application Security Engineer	160,000	200,000	240,000
Privacy Engineer	150,000	170,000	200,000
Infrastructure Security Engineer	150,000	170,000	200,000
Container Security Engineer	150,000	170,000	200,000

Cyber Security

USD (\$)

Security Operations & Response	Low	Median	High
SOC Manager	160,000	200,000	240,000
Detection Engineer	160,000	200,000	240,000
Threat Hunter	140,000	165,000	190,000
Incident Response Engineer	140,000	180,000	225,000
SOC Analyst	140,000	180,000	225,000
Security Analyst	140,000	180,000	225,000
Insider Threat Analyst	140,000	180,000	225,000
Digital Forensics Analyst	140,000	180,000	225,000
Cyber Threat Intelligence Analyst	140,000	180,000	225,000
SIEM Content Developer	140,000	180,000	225,000

GRC & Privacy	Low	Median	High
Security Risk Analyst	125,000	135,000	150,000
GRC Analyst	125,000	135,000	150,000
Third Party Risk Analyst	125,000	135,000	150,000
IAM Specialist	115,000	130,000	150,000
PAM Specialist	115,000	130,000	150,000
Data Protection Officer	115,000	130,000	150,000
Privacy Analyst	115,000	130,000	150,000
Privacy Operations Manager	140,000	160,000	180,000
Privacy Programme Manager	150,000	175,000	210,000

Offensive Security & Testing	Low	Median	High
Red Team Lead	125,000	160,000	200,000
Red Team Operator	125,000	160,000	200,000
Penetration Tester	125,000	160,000	200,000
Security Researcher	150,000	175,000	210,000

Security Architecture	Low	Median	High
Chief Security Architect	220,000	260,000	300,000
Application Security Architect	180,000	220,000	290,000
Privacy Architect	150,000	165,000	175,000
Infrastructure Security Architect	180,000	200,000	250,000
Product Security Architect	180,000	200,000	250,000
Network Security Architect	170,000	200,000	235,000
Enterprise Security Architect	180,000	215,000	250,000
DevSecOps Architect	180,000	220,000	275,000
Cloud Security Architect	170,000	200,000	250,000
Information Security Architect	165,000	180,000	220,000
Security Solutions Architect	165,000	180,000	220,000
Zero Trust Architect	165,000	180,000	220,000

Manager/Executive Level	Low	Median	High
SAP Programme Director	170,000	195,000	245,000
SAP Programme Manager	170,000	195,000	245,000
SAP Project Manager	130,000	140,000	170,000
SAP Portfolio Manager	130,000	140,000	170,000
SAP Delivery Manager	130,000	140,000	170,000
Head of SAP Architecture	130,000	140,000	170,000
SAP Practice Lead	130,000	140,000	170,000

Procurement & Supply Chain	Low	Median	High
SAP MM Consultant	125,000	145,000	175,000
SAP SD Consultant	125,000	145,000	175,000
SAP EWM Consultant	130,000	155,000	180,000
SAP PP Consultant	130,000	155,000	175,000
SAP PM Consultant	135,000	155,000	175,000
SAP SCM Functional Consultant	135,000	155,000	175,000
SAP Logistics Architect	135,000	155,000	175,000

Finance (FICO)	Low	Median	High
SAP FICO Consultant	130,000	150,000	170,000
SAP FI Consultant	130,000	150,000	170,000
SAP CO Consultant	130,000	150,000	170,000
S/4HANA Finance Consultant	130,000	150,000	170,000
SAP FICO Solution Architect	130,000	150,000	170,000

Human Capital Management	Low	Median	High
SAP HCM Consultant	115,000	125,000	170,000
SAP SuccessFactors Consultant	115,000	125,000	170,000
SAP Payroll Consultant	115,000	125,000	170,000
SAP Time Management Consultant	115,000	125,000	170,000

Customer Experience	Low	Median	High
SAP CRM Consultant	105,000	125,000	145,000
SAP CX Consultant	105,000	125,000	145,000
SAP Sales Cloud Consultant	105,000	125,000	145,000
SAP Marketing Cloud Consultant	105,000	125,000	145,000

Other Modules	Low	Median	High
SAP QM Consultant	130,000	145,000	170,000
SAP Master Data Consultant	130,000	145,000	170,000
SAP S/4HANA Functional Consultant	130,000	145,000	170,000

Technical SAP	Low	Median	High
SAP Technical Architect	165,000	185,000	240,000
SAP ABAP Developer	100,000	115,000	140,000
SAP Fiori Developer	100,000	115,000	140,000
SAP UI5 Developer	100,000	115,000	140,000
SAP BASIS Administrator	115,000	120,000	140,000
SAP NetWeaver Consultant	115,000	120,000	140,000
SAP Integration Consultant (PI/PO/CPI)	115,000	120,000	140,000
SAP Data Migration Specialist	115,000	120,000	140,000
SAP Security Consultant	115,000	120,000	140,000
SAP Solution Architect	115,000	120,000	140,000

SAP Analytics & Reporting	Low	Median	High
SAP BI Consultant	125,000	150,000	180,000
SAP BW/4HANA Consultant	125,000	150,000	180,000
SAP BOBJ Consultant	125,000	150,000	180,000
SAP Analytics Cloud (SAC) Consultant	125,000	150,000	180,000
SAP Data Services Consultant	125,000	150,000	180,000

S/4HANA Transformation	Low	Median	High
S/4HANA Solution Architect	155,000	185,000	215,000
S/4HANA Project Manager	135,000	160,000	190,000
S/4HANA Data Lead	145,000	170,000	195,000
S/4HANA Migration Consultant	105,000	125,000	145,000
S/4HANA Change & Training Consultant	105,000	125,000	145,000

SAP Pre-Sales & Advisory	Low	Median	High
SAP Pre-Sales Consultant	105,000	125,000	145,000
SAP Solution Advisor	105,000	125,000	145,000
SAP Business Process Analyst	105,000	125,000	145,000
SAP Functional Lead	145,000	170,000	195,000
SAP Test Manager/QA Lead	135,000	160,000	190,000

Salesforce

USD (\$)

Manager/Executive Level	Low	Median	High
Salesforce Programme Director	200,000	220,000	240,000
Head of Salesforce/Practice Lead	200,000	220,000	240,000
Salesforce Programme Manager	200,000	220,000	240,000
Salesforce Delivery Manager	200,000	220,000	240,000
Director of Salesforce Architecture	200,000	220,000	240,000
Engineering Manager (Salesforce)	150,000	170,000	190,000
CRM Manager (Salesforce)	110,000	135,000	160,000
Technical Delivery Manager	110,000	135,000	160,000

Salesforce Marketing Cloud	Low	Median	High
Marketing Cloud Consultant	110,000	130,000	150,000
Marketing Cloud Developer	110,000	120,000	130,000
Marketing Cloud Technical Architect	160,000	170,000	180,000
Marketing Cloud Solutions Architect	150,000	160,000	170,000
Email Marketing Specialist	80,000	100,000	120,000
Personalization Architect	160,000	180,000	200,000
Intelligence Consultant	160,000	180,000	200,000
Engagement Consultant	160,000	180,000	200,000

Core Salesforce	Low	Median	High
Salesforce Developer	110,000	140,000	170,000
Salesforce Consultant	90,000	130,000	170,000
Salesforce Administrator	90,000	120,000	150,000
Salesforce Business Analyst	95,000	115,000	140,000
Salesforce Technical Lead	160,000	170,000	180,000
Salesforce Technical Architect	180,000	210,000	240,000
Salesforce Solution Architect	150,000	165,000	185,000
Salesforce QA Engineer	90,000	115,000	140,000
Salesforce Release Manager	90,000	100,000	110,000
Data Cloud Architect	190,000	215,000	240,000
Pre-Sales Consultant	115,000	140,000	165,000

Salesforce

USD (\$)

Salesforce Commerce Cloud	Low	Median	High
Commerce Cloud Developer (Front-End)	115,000	135,000	155,000
Commerce Cloud Developer (Back-End)	130,000	150,000	170,000
Commerce Cloud Technical Architect	150,000	175,000	200,000
Commerce Cloud Solution Architect	150,000	175,000	200,000
Commerce Cloud Technical Lead	150,000	165,000	180,000
Commerce Cloud QA Engineer	100,000	115,000	130,000
Commerce Cloud Business Analyst	100,000	120,000	140,000
Commerce Cloud Project Manager	120,000	140,000	160,000

Salesforce Integration	Low	Median	High
MuleSoft Developer	110,000	140,000	170,000
MuleSoft Architect	160,000	180,000	200,000
Dell Boomi Engineer	105,000	130,000	155,000
Integration Consultant	110,000	145,000	180,000
Salesforce Integration Architect	110,000	145,000	180,000
API Specialist	110,000	145,000	180,000

Basic | OTE

Manager/Executive Level	Low	Median	High
Chief Revenue Officer	250,000 500,000	300,000 600,000	350,000 700,000
Chief Marketing Officer	220,000 265,000	280,000 380,000	330,000 495,000
Chief Customer Officer	220,000 300,000	275,000 375,000	325,000 450,000
VP Customer Success	150,000 225,000	200,000 300,000	250,000 350,000
VP Sales	180,000 360,000	225,000 450,000	250,000 500,000
VP Growth	170,000 240,000	210,000 290,000	240,000 340,000
VP Channel	170,000 300,000	220,000 350,000	250,000 400,000
VP OEM	180,000 300,000	220,000 350,000	250,000 400,000
Regional Sales Director	160,000 300,000	175,000 350,000	200,000 400,000
Director of Pre-Sales	180,000 230,000	210,000 300,000	250,000 400,000
Marketing Director	140,000 170,000	180,000 235,000	200,000 280,000
Director of Product Marketing	180,000 230,000	200,000 270,000	230,000 320,000
Director of Demand Generation	180,000 250,000	200,000 290,000	230,000 345,000
Director of RevOps	140,000 170,000	165,000 210,000	190,000 240,000
Director of Sales Operations	100,000 120,000	160,000 200,000	180,000 220,000
Director of Inside Sales	125,000 250,000	140,000 280,000	155,000 310,000
Head of Inside Sales/SDR	90,000 120,000	120,000 160,000	150,000 200,000
Head of Marketing	140,000 175,000	170,000 215,000	200,000 250,000

Basic | OTE

Direct Sales	Low	Median	High
BDR/SDR	55,000 80,000	65,000 95,000	75,000 110,000
Inside Sales Representative	70,000 100,000	80,000 120,000	90,000 135,000
Account Manager	70,000 140,000	85,000 170,000	120,000 240,000
Senior Account Manager	120,000 200,000	150,000 250,000	180,000 300,000
Mid-Market Account Executive	100,000 200,000	120,000 240,000	140,000 280,000
Enterprise Account Executive	125,000 250,000	150,000 300,000	175,000 350,000
Hunter Account Executive	125,000 250,000	150,000 300,000	175,000 350,000
Regional Account Executive	125,000 250,000	150,000 300,000	175,000 350,000
Territory Sales Manager	85,000 170,000	115,000 230,000	125,000 250,000
Global Account Director	130,000 260,000	150,000 300,000	180,000 360,000

Basic | OTE

Channel & Partnerships	Low	Median	High
Strategic Alliances Director	150,000 300,000	180,000 360,000	220,000 400,000
Head of Channel Programs	140,000 280,000	170,000 340,000	200,000 400,000
Channel Account Manager (CAM)	110,000 220,000	135,000 270,000	160,000 320,000
Partner Account Manager (PAM)	120,000 240,000	150,000 300,000	170,000 340,000
Partner Development Manager	115,000 230,000	140,000 280,000	165,000 330,000
Channel Sales Manager	110,000 220,000	135,000 270,000	160,000 320,000
Channel Enablement Manager	105,000 210,000	130,000 260,000	155,000 310,000
Alliances Manager	120,000 240,000	145,000 290,000	175,000 350,000
OEM Account Manager	115,000 230,000	140,000 280,000	170,000 340,000
Partner Program Manager	120,000 240,000	140,000 280,000	170,000 340,000

Product & Pre-Sales	Low	Median	High
Product Manager	140,000 155,000	160,000 185,000	180,000 210,000
Product Lead	120,000 150,000	170,000 210,000	230,000 300,000
Sales Engineer	100,000 130,000	120,000 170,000	140,000 210,000
Senior Sales Engineer	140,000 180,000	180,000 250,000	200,000 300,000
Solutions Consultant	130,000 170,000	175,000 230,000	240,000 320,000
Sales Enablement Manager	120,000 135,000	135,000 165,000	175,000 200,000

Basic | OTE

Customer Success	Low	Median	High
Customer Support Specialist	60,000 70,000	75,000 85,000	90,000 100,000
Customer Success Manager	80,000 115,000	90,000 130,000	100,000 140,000
Partner Success Manager	65,000 80,000	95,000 125,000	140,000 190,000
Enterprise Customer Success Manager	120,000 170,000	140,000 200,000	160,000 230,000
Customer Success Lead	90,000 110,000	125,000 160,000	170,000 210,000
Technical Account Manager	140,000 170,000	150,000 190,000	180,000 220,000

Marketing	Low	Median	High
Marketing Executive	55,000 65,000	65,000 80,000	80,000 100,000
Digital Marketing Executive	60,000 70,000	70,000 85,000	85,000 110,000
Events Marketing Manager	80,000 95,000	95,000 120,000	120,000 150,000
Marketing Manager	85,000 100,000	100,000 130,000	130,000 165,000
Digital Marketing Manager	90,000 105,000	105,000 135,000	135,000 175,000
Demand Generation Manager	100,000 120,000	140,000 185,000	180,000 250,000
Content Marketing Manager	80,000 95,000	100,000 125,000	120,000 155,000
Marketing Operations Manager	95,000 110,000	120,000 145,000	145,000 185,000
Field Marketing Manager	90,000 110,000	125,000 155,000	150,000 195,000
Product Marketing Manager	100,000 120,000	140,000 170,000	175,000 220,000
Customer Marketing Manager	85,000 100,000	110,000 135,000	140,000 180,000
Partner Marketing Manager	95,000 115,000	125,000 155,000	160,000 210,000

About Stott and May

Founded in 2009 Stott and May are a professional search firm with a passion for helping leaders achieve complete confidence that they have hired the right talent, first time in fiercely competitive markets. We believe you should never have to make the choice between quality of candidate and time to hire.

As a result, our business has been founded on the principle of offering a premier standard of search service delivered in vastly accelerated timescales, that our competition simply cannot match. Because after all this is about more than just recruitment, it's about turning your business vision into reality.

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